

**Advisory- Due to Corona virus Advisory we are taking precautionary measure in the training & are not allowing more than 8-10 people in the batch.**

## **The Code on Wages – 2019 and Draft Central Rules**

## **Managing The Contract Labour**

Understanding your Compliance requirement in both services/ manufacturing sector, Managing Contractors, Legal Issues and Handling problems in Contract Labour Management

**22<sup>nd</sup> & 23<sup>rd</sup> April 2020 – Mumbai – Ramada Plaza Palm Grove**

**22<sup>nd</sup> & 23<sup>rd</sup> April 2020 – Bangalore – Royal Orchid**

**23<sup>rd</sup> & 24<sup>th</sup> April 2020 – Chennai – Ambica Empire**

**23<sup>rd</sup> & 24<sup>th</sup> April 2020 – Delhi – Park Plaza**

**24<sup>th</sup> & 25<sup>th</sup> April 2020 – Ahmedabad – Comfort Inn**

**24<sup>th</sup> & 25<sup>th</sup> April 2020 – Pune – Sagar Plaza**

### **Introduction**

India begins the process of codification of its labour laws, a long-awaited and much-needed reform. India's new Code on Wages, 2019 ("Code on Wages") has been approved by both the Houses of the Parliament.<sup>1</sup> It is obtained Presidential assent on 5th Aug, 2019 and Gazette Notification on 8th Aug, 2019 to become law.

The Code on Wages subsumes and repeals the following four important labour laws:

- a. The Payment of Wages Act, 1936 (POWA)
- b. The Minimum Wages Act, 1948 (MWA)
- c. The Payment of Bonus Act, 1965 (POBA)
- d. The Equal Remuneration Act, 1976 (ERA)

The Code on Wages regulates wage and bonus payments in all employments and aims at providing equal remuneration to employees performing work of a similar nature in every industry, trade, business, or manufacture.

As a progressive employer, it is imperative on us to be aware of the latest amendments in the applicable laws and Rules and adopt and follow these as part of our Compliance requirements.

Present program intends to update the HR Heads/ Executives/ Finance Heads/ Business Heads/ Manpower outsourcing organisations to be aware of the Code on Wages and forthcoming Rules and set the floor for prompt change and implementation to avoid further hassles in legal process implementation.

### **Objectives**

- Understanding of the Code on Wages
- A comparative study of key provisions of Code on Wages – 2019
- Glimpse of Proposed Central Rules on Code on Wages

### **Introduction**

Contract Labour has been a topic widely discussed and deliberated by Industries, Legislature & Media. For some business organizations, now-a-days, many activities, like housekeeping, security, canteen, logistics, maintenance, pay-roll, recruitment etc are outsourced by the organizations due to variety of reasons. It is a tool of cost reduction, for others it is a tool to increase efficiency by outsourcing while for a few it serves the purpose of taking care of temporary & seasonal work fluctuations. The usage depends on the way it is proposed to be deployed and the results also vary accordingly.

Various judicial pronouncements regarding Contract Labour (Regulation & Abolitions) Act, 1970 have given many permutations to the Act causing serious implications on the smooth operations in industry. Lately, the Constitution Bench of the Apex Court has shown the way towards regulation of contract labour. The Government has also realized the necessity of amending the Act for the benefit of industries.

### **Objectives**

To disseminate right information about the Statute, enhance compliance awareness, harness opportunities, highlight regulatory obligations and prepare against challenges in the emerging trend of engaging labour as

□ Compliance on Code on Wages by Principal Employer's and Contractors

contract labour.

### Who Should Attend the Program

- Corporate HR Heads ( from Manufacturing, Trading and Service Industry)
- HR Operations Heads/ Manager HR/ Personnel & Admin Managers, IR Heads and IR personnel
- Business Heads of Small & medium Enterprises
- Compensation & Benefits Heads and Executives
- Accounts and Finance, Corporate Compliance Personnel, Labour Law Practitioners
- Business Heads of Small & medium Enterprises

### Contents

1. Highlights of the Code on Wages – 2019 - Detailed Study of Code on Wages – Chapter wise and Article wise
2. Key proposed amendments in the Code  
Comparison of key provisions of Code on Wages – 2019 with amalgamated laws
3. Proposed Central Rules on Code on Wages
4. Concept of Floor Wages and its applicability
5. Compliance on Code on Wages by Principal Employer's and Contractors
6. Inspection Process under the Code and concept of Inspector-cum-Facilitator
7. Penal provisions for non-compliance under the Code
8. Concept of Wages and wages components and its bifurcation

### Contents

- # Overview of the Contract Labour (Regulation & Abolition) Act, 1970.
- # Applicability, Coverage & Scope.
- # Abolition, Prohibition and Absorption of Contract Labour.
- # Licensing of Contractors and Registration of Principal Employers.
- # Regulatory Provisions, Records and Registers.
- # Special provision for Health, Welfare and Safety of Contract Labour in Factories/Construction sites.
- # Employer's obligations & Responsibilities under the Act
- # Drafting a valid Contract between Principal Employer and Contractor – Safe Guards.
- # Important Provisions which should be complied on daily/ monthly/ yearly basis.
- # Termination of services of Contract Labour and Liability of Principal Employer.
- # Standing Orders – Vs – Contract Labour
- # Implications in the Contract of Law on Wages, PF, ESI, Workmen's Compensation, Bonus, Gratuity, Factories Act and Industrial Dispute.
- # Precautions in handling Contract Labour.

Timings: 10:00 am - 5:00 pm, Registration begins at 9:30 am\*

How to Register:

> Fees: Rs. 9000+18 % GST per person per Day.

: Rs. 18000+18 % GST per person per both days.

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